

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 564 - HB 1269

March 25, 2021

SUMMARY OF BILL: Creates a civil cause of action for discriminating against an individual on the basis of the individual's COVID-19 vaccination status.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures - \$47,400/FY21-22 and Subsequent Years
/Tennessee Human Rights Commission

Assumptions:

- It is anticipated that as COVID-19 vaccination requirements are implemented, there will be an increase in the number of complaints related to COVID-19 vaccination discrimination.
- Based on information provided by the Tennessee Human Rights Commission (THRC), the proposed legislation cannot be accommodated within existing resources. The THRC will require one Administrative Services Assistant 3 position in order to process and investigate the volume of complaints estimated to generate from the proposed legislation.
- The recurring increase in state expenditures to the THRC is estimated to be \$47,424 (\$34,884 salary + \$12,540 benefits) in FY21-22 and subsequent years.
- Pursuant to Tenn. Code Ann. § 4-21-101, the purpose of the Tennessee Human Rights Act is to prohibit discrimination in employment, public accommodations, and housing.
- State, local, or private entities of any kind will not be authorized to discriminate based on an individual's COVID-19 vaccination status.
- Any impact to the court system resulting from the proposed legislation will be accomplished using existing judicial resources.
- There will not be a significant number of civil action dispositions to have a significant fiscal impact on state or local government.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The script is cursive and fluid.

Krista Lee Carsner, Executive Director

/lm